App. F. IX-4

1926-B

File No. 58-25

Previous References
Pts. 6-20 Srs 25, 27 & 32 (pts)
46-21 Srs 1-5
97-18 Srs 1-8
48-21 1-6, 8, 9, 10 & 12

Serial Nos. 1-4

Later References
Pts 77-20-162

General and Revenue Secretariat.

Serial Four

Part B for November 1926

SUBJECT

Representation of the piece-work binders of the press.

To
The Supdt Govt Ftg
The Supdt of Stys
The Comptlr to Govt

No. G. 4349/51 dt 29/10/26

States that the Group System of valuation of piece work in the press may continue, that no change in the Schedule of rates is necessary and approves of some additional rates to the existing Schedule. M Srinivasa Rao 9/12/26.

GENERAL AND REVENUE SECRETARIAT.

(P & S)

NOTES.

File No. 58/25

FILE HEADING.

Representation of the piece work binders of the Press.

From

The Supdt., Govt. Dtg.

No. 3750 Dated 20.5.26. Received 21.5.26

Diary No. 5717	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

Forwarding a representation from the piece work binders of the Press containing a note on the system of distribution of their wages & their views in regard to the complaints of the binders.

NOTES AND ORDERS.

The system in vogue in the Press binderey what is called the group system by which earnings of all the binders are pooled & the total earnings are distributed among the bin in the ratio of their class viz Rates of

Serial No

8 & b according as they belong to classes I, II, III & respectively: In effect the wages of binders are regulated not so much by the amount of work turned out by each binder individually as by the class in which each man is placed & the total amount of work turned out by all the binders as a whole. The system is described in detail in the enclosure to the papers under disposal.

2) Many of the defects complained of by the binders seem to be inherent in the System itself. Under such a dispensation the question of allocation into classes assumes a very important place & it would probably be more equitable if the classification of the men is more in accord with the quality of work & the turn out they are capable of

3) The question seems to require detailed examination & careful Comparison with the practice prevailing elsewhere; the requirements Circular after a proper Solution

4) Petns addressed to the Govt and the 2nd memb has no place on the file

5) Subd for orders

HPK
28526
24.5.26
28

NOTE—Contn. Sheet

Serial No.

6) The complaint of the Builders is that (a) the system by which the wages are calculated is a bad one,
(b) the Superintendent whittles down even the low rates fixed by the schedule of rates
(c) the workmen are not in a position to see how much they are entitled to for a particular piece of work
(d) the Schedule of rates is not sufficiently comprehensive
(e) they are in a worse position as compared either with permanent or with piece work labour in the Press.

7) The Supdt is not in favour of granting any relief. He thinks that the best possible wages are being given under existing conditions and the men have no reasonable ground of complaint and the system is in need of no change.

8) In a matter like this the officer who supervises the work is the best judge of whether the labour is properly paid for. It may however be desirable to ascertain (1) what system is in vogue in Madras and Bombay (2) whether each man cannot be paid for the work he does or at least the groups in which

Serial No.

earn and share jointly made smaller than at present so as to minimise chances of drones getting paid for work done by others (c) whether for each such person or group a separate account cannot be kept which will show from each time they get a piece of work approximately how much they will be entitled to for it (d) whether the schedule of rates cannot be made more comprehensive so as to reduce the number of uncertain items (e) and whether the conditions of service of these men may be improved consistently with practice elsewhere

9) Labour is getting restive everywhere and the best way of dealing with these men wd be to show that the Press is not trying to make a profit at their expense.

10) Forwarders.

MW 3/6

11) Second Member. 5th 3.6

12) Information on points referred to above may be called for MW 2/6/26

13) dft 7/6 MW 7/6

4/Opt is subd. accordly

7.6.26 8626

NOTE—Contn. Sheet

General and Revenue Secretariat | Pt S File No. 58 of 1925.

Serial No. 2

Do. letter No. 10229 d/ 9-6-26
To The Supdt, Govt Ptg.
Requests that detailed information on certain points for improving the conditions of the Bench of Binders may be furnished early.

www

3. From Dy. Supdt. Govt Printing D.O. No. 691/- d/ 26.8.1926.
Furnishes information called for in Sl 2. Supra & suggests some remedial measures. Dealt with reference to paras 8 & 12 above. References relating to

Pt S 6 of 1920 + Pt S 48 of 1921

Sl 8007/27/26 } No strikes of 1920 & 1921 referred to in Dy. Supdt's letter are found up

MSK 31/8/26.

Submitted with reference to para 12 above. The Supdt has sent a report on all the points referred to and made certain suggestions.

According to the petition the complaint of the petitioners is that the system by which they are paid is a bad one. (1) Each man does not know how much is due to him for the work done by him because his work is taken with that of others in a group & are taken together for calculating the

NOTE—Contn. Sheet

WD 01264—GPB—40,000—17-12-2

Serial No.

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Ji ras b+/.

amount due (2) Each man is placed in a particular class and paid at rates according to this class and not according to the actual work done by him (3) The rates are not comprehensive and even where they are specifically stated in the schedule the Superintendent reduces the amount due by cutting down rates. The petitioners desire that they should be paid for the actual work they do, and according to the rates fixed and not at the discretion of the Superintendent and that each man should be placed in a position to know how much is due to him for the work he does instead of merely doing the work given to him by the Head Builder and getting whatever he is found entitled to when the amount due to his group and his class for the total quantity of work done by the group is calculated.

(7) The Superintendent states that the system of payment by groups was introduced by mutual agreement as the best possible and partly on the ground of it being a voluntary arrangement. It cannot be said that it is now a voluntary arrangement. There is no doubt also that if it could be done

WD 01264—GPB—40,000—17-12-2

Serial No.

Para 9 ← 1(b) F.I.R. No 2

It is noted be desirable to pay each man according to the work turned out by him. As regards the fixing of rates according to classes, the Superintendent states that each man is placed in a class according to the length of service and that each class has a rate of payment. Why this should be so is not clear. Each man does a bit of work and should be paid for it. If two persons in two different classes do the same kind of work they should be paid equally unless there is a difference in the quality of the work. Of course if they do different kinds of work they may be paid different rates. This apparently is not the case. For the same kind of work + apparently of the same quality men in the higher class are paid higher and in the lower class lower. The Supdt should if possible give only higher kind of work to the senior men — the men in the higher class — and lower kind of work to the men in the lower class. The men's complaint that the schedule is not comprehensive is admitted to be true by the Supdt. In the very nature of things this cannot be helped. There are so many processes and so many details in each process of the work of binding and the work might have to be done by so many different bits that

NOTE—Contn. Sheet

Serial No.

a really complete schedule would be very hard to frame. A schedule may however be made which will cover all possible ~~sections~~ cases of the processes of mining that can be taken out of Land Items of work not falling into any of these dealt with by the Supdt according to their nature and the labour involved. The men's complaint that they are not paid proportionately when they turn out more work seems to be true. The Supdt says that when copies are bored by tens of thousands they cannot be paid at the same rate per each hundred as if the number bored were only a hundred copies. The payment need not be in actual proportion but ~~there~~ it need not as stated by the Supdt be in "inverse" proportion. (What exactly this means is not clear). In such a case payment may be by a sliding scale fixing rates up to the 1st thousand, the 2nd thousand & the third thousand and so on. There is no doubt that the present system of groups [and classes] for rates of payment and uncertainty as to the rates applying ~~for~~ when large numbers of copies are bored leaves a workman in ignorance of what he should expect for the work he does. If

P. 1, ¶ 2
P. 1, ¶ 2

WD 01264—GPB—40,000—17-12-25

to this is added the fact that the Head Binder distributes the work to the group and can keep one group fully employed while another may have less than enough to do there is room for dissatisfaction which is partly at least genuine.

The simplest course would be to have the fixed pay system instead of the piecework system. The Supdt reports that this system is in force in Madras there however not in favour in introducing it. If it cannot be introduced it seems essential to so modify the present system that each man will get a fair share of work and will get for that work a fair amount of which he is more or less clearly informed when doing the work. The Supdt thinks that a system of more detailed supervision would involve more expenditure on clerical establishment. But it would lead to more contentment among the men and no doubt to more efficient work as well. Each man would do all he could and learn more and this spirit is to be encouraged. Co-operative effort is not conducive to each doing the best he can. In the

WD 01264—GPB—40,000—17-12-25

General and Revenue Secretariat | PHS File No. 58 of 1925

Serial No.

K.H 14

order issued by Govt as a result of the Press strike in 1924 it is recognised that work should be distributed by the piece work establishment by some responsible officer so that there shall be no favouritism, and that each piece work workman should be placed in a position to know more or less what he is going to get for a particular job. These principles have equal application in the case of binders.

Apart from the question of wages the system of distributing work & emoluments there seems to be some general insubordination among the men. The Superintendent considers that this should be put down. He needs all possible support in dealing with the situation as there are but few of there and any seeming encouragement might lead the workmen to strike. The petitioners in the present case may therefore be perhaps informed that they should not approach Govt direct in these matters, nor apply to the Supdt in a body but make any representations they may have in an orderly manner and according to the

NOTE—Contra. Sheet

Serial No

proper procedure. The Supdt may at the same time be requested to consider the possibility of modifying the present system so as to ensure the maintenance of the men as to their wages, and any changes that may at present exist of unequal distribution of work by reducing the number into groups as far as possible and entrusting the same to a responsible Officer like the Asst Superintendent.

1. As the questions involved are somewhat technical and also a little delicate I beg to suggest that a personal discussion with the Supdt would perhaps be helpful in coming to a conclusion as to the action possible

On a copy of the petition addressed to the Dewan had ordered that a report shd be obtained. That copy of the petition is also placed below

Forwarded.

Second Member 16/9

OFFICE OF THE SECOND MEMBER OF COUNCIL
17 SEP. 1926
No. 2122

2393
27.9.

What is asked for is really the abandonment of the existing group system and the assessment of value of the work of each binder. It is not possib to discontinue the group system as it is well adapte to the kind of work to be done and as it also gives to the members of each class wages in relation to their length of service, experience, and amount of work turned out. in view of the nature of the work,

Serial No

also
it is not possible to assess accurately the value of each individual item of work entrusted to a particular binder. The only test for ascertaining whether the binders are properly paid or not, is to see what they are actually getting under the existing arrangement. How their wages are determined is only a matter of calculation; what is really material is what they get and not the method by whic which what they get is arrived at. Government understand that what the binders of the different classes get in the Government Press compares very favourably with what workmen of the same class get in other presses in Bangalore and Mysore. In these circumstances, there is no reason for altering the rates of payment for binding work done by piece-work or for introducing any change in the method of calculation of wages. The Superintendent recommends that the schedule of wages might be supplemented by the addition of certain items which are not now specifically mentioned therein. It is understood that the Superintendent has already been applying these rates in the exercise of the discretion now vested in him and that this arrangement has improved the wages of the workmen. His recommendation to include these items of rates in the schedule is approved. The schedule of items and rates in regard to binding cannot, from the nature of the work, be made complete in every respect and ~~that~~ there would be some items of work, the payment for which has to be left to the discretion of the Superintendent.

WD 01229—GPB—37,500—1-9-26

General and Revenue Secretariat

P.& S. File No 58 of 1925

Serial No.

25) The Superintendent should inform the signatories to the petition that it is opposed to the Standing Orders to submit direct representations to Government, or to make joint representations and that they should not make such representations in future.

Council 27.9.26

Dbt no

Vb/ Submit draft for approval

RBon. 11/10/26

1) Draft may be approved. Secy 13/10

Mor 11/10/26

Ger Sec)

26) I shall be glad if a typed draft is submitted.

RB 14/10. Please prompt typed draft Secy 15/10

Secy 16/10

27) Typed draft is submitted

Mor 16/10/26

Secy)

30) For perusal of the members.

RB 20/10

Secy 21/10

Mor 23/10/26

Issue Secy 24/10

OFFICE OF THE SECOND MEMBER OF COUNCIL 22 OCT. 1926 No. 2879

Note- Contn.Sheet

1145

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WD 01229—GPB—37,500—1-9-26

General and Revenue Secretariat

AS File No. 58 of 192 5

Serial No. 4

To The Supdt. Govt. Printing
The Supdt. of Stationery
The Comptroller to Govt.

No. 6443(9-5)/— 8 29.10.26

Dated Mar- the comps. system of valuation of paperwork, in Mofussil may continue, that no change in the Schedule of rates seems necessary, and that endorsement may issue to the sections to that effect and approval of some additional rates to the existing Schedule.

1/11/26
2000
Amst
8/11/26

NOTE. Contn. Sheet

49266

Pra 5717

No. 3750. Exa: Mine.

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING,

Bangalore, dated 20th May 192 6.

PJ Mm 25-5-26

PJ 5-8-25-7

FROM

B. PUTTAIYA, ESQ., B.A.,
SUPERINTENDENT, GOVERNMENT PRINTING,
BANGALORE.

TO

P. G. D'SOUZA, Esqr., B.A., B.L.,
Secretary to the Government of
His Highness the Maharaja of Mysore,
BANGALORE.

SIR,

1) I have the honour to submit herewith the petition dated 18th instant, addressed to the First Member of Council, presumably intended for the Member in charge of the Press portfolio, presented to me by the piecework binders of the Press and to state as follows in explanation of the allegations contained in the petition:-

2) The mode of payment adopted in the Press for the binding work turned out therein is clearly laid down in the Press Manual on pages 121 and 122 and a copy is enclosed for kind perusal. The procedure described here is strictly followed in valuing the binding work of the Press.

R

End 1

3) The Table of Piecework Rates according to which the work turned out by the binders is charged, is printed on pages 119 and 120 of the Press Manual and all work is charged in accordance with these rates subject to the discretion vested in the Superintendent, as per footnotes printed in the Table of Rates. A copy of this Table is also enclosed for ready reference.

4) I may here explain that this Table is not a comprehensive one and does not include all the varied kinds of works and processes that come up in the binding branch during actual operation. Nor is it possible to lay down rates for every possible kind of work or process that arises. The practice has therefore been that the Superintendent decides the rates to be allowed on the merits of each

Boo

work and, in the case of recurring works of a similar nature, prepares a small supplementary table wherein the kinds of work that ordinarily occur and that do not find a place in the general table are noted down together with the rates allowed therefor. These rates are not inconsistent with those mentioned in the main table but have been settled as suitable and adequate considering the nature of the work involved. For all works that could not be classified with those mentioned in the main table, these supplementary rates and the rates decided by the Superintendent were being allowed for a long time past

5) All the rates were enhanced in July 1919 as per G. O. No: G. 1988-S/P.&.S. 97-18-5, dated 26th July 1919, by 25 per cent when the high price allowances were generally given to all Government employees and they were further enhanced by another 10 per cent in 1921 as per G. O. No: 1989-93/C.B. 196-20-11, dated 6th October 1921 when the piecework system was re-introduced after the strike. The rates that are now allowed to the men are therefore 37½ per cent more than those given to them prior to 1918.

6) As regards the specific complaint of the binders that the full rates mentioned in the Table of piecework rates are not allowed to them and that the supplementary rates are arbitrarily fixed, I beg to state that the rate allowed is in proportion to the number of pages actually to be found in the bound book and not the full rate given in the schedule, irrespective of whether a book makes, 5, 50 or 100 pages. But the binders now urge that they should be paid full rates irrespective of the number of pages it makes, as the work involved is not materially reduced whether a book is 100 pages or less. There is some force in this contention and I have tried to meet it as I shall show later on, but their request for the grant of full rates, irrespective of the bulk of the book, is obviously untenable

7) With reference to the supplementary rates which they say have been arbitrarily fixed, I beg to enclose a copy of each of the list which has been in use during the time of my predecessors. The binders never

demurred to it for the past so many years but have now thought fit to raise objection to it It is only last month that they approached me with a petition stating that these rates were operating as a hardship on their monthly earnings and that the matter should be investigated and revised They refused in a body to take their pay pending this investigation I accordingly went into the question and discussing the whole subject with the Head Binder, fixed certain rates consistent with the labour involved and in keeping with the sanctioned schedule rates and got certain main items of their work revalued according to these rates A copy of this rate list is also enclosed for your reference. The men felt quite satisfied, asked my permission to tear off their petition and tore it off in my presence I thought the matter ended there. But it was not to be.

8/ They came to me in a body again this month with a petition requesting me to grant full rates mentioned in the Table of Rates, to order the rates allowed for each work to be entered in their own books then and there for their information, and if this is not possible, to allow them hourly wages or permanent salaries, and insisted upon my giving them an endorsement. As their request amounted to a complete change in the procedure hitherto adopted, and as their request was not reasonable after the recent revision of scales that I had sanctioned at which they were apparently satisfied the previous month, I felt, and I do feel now, that they have no legitimate grounds for further agitation and complaint and I therefore granted them an endorsement, a copy of which is enclosed for your kind perusal It is significant that they make no reference to this endorsement in their present petition to Government.

9/ They have not sufferred in their pay as they make it appear. I append a statement showing the wages they have drawn

for the past four years It will be seen that the wages they have earned have steadily increased year after year In the year 1922, they earned Rs. 12,978/- which rose to Rs. 13,178/- in 1923, to Rs. 13,911/- in 1924 and to Rs. 15,388 in 1925 though there was no abnormal increase of work in these years In the first four months of this year they have already earned Rs. 5,790/- which at this rate will amount to Rs. 17,370/- which is a further increase on the figures for 1925 Moreover over 50 per cent of the binders, viz., 34 out of the 70 binders (They say they are only 30 in number which is wrong: They are 70 in number actually.) are in the first class drawing higher wages and the others who are 9 in the Second class, 14 in the 3rd Class and 13 in the 4th class are all drawing wages suited to their class which by no means can be stated to be poor The average earning of a first class binder has been Rs. 26/- per month, many individual binders eanring over 30 rupees; that of the 2nd, 3rd and 4th. class binders Rs. 21, 17/- and 13/- respectively. These rates compare favourably with those given in other presses.

(e) In addition to such decent wages that they are earning, their prospects have been much bettered of late Although they are pieceworkers, Government have granted the privilege of claiming casual leave on full average ~~salary~~ pay for 15 days in the year as per G. O. No: G. 1755-6/P.&.S. 67-24-6, dated 12th September 1925, while six of the most senior men have been placed on hourly wages, thereby offerring an inducement to the pieceworkers to aspire for a fairly permanent salary after some years of service. These concessions were not in existence in previous years and have only been granted this year They are also entitled to gratuity, pension and insurance which are quite in proportion to the average wages they earn.

(f) Taking all these circumstances into consideration, I honestly

think that they have no legitimate grounds for complaint and that their request to change the existing procedure of payment of wages and calculation of rates is untenable.

I have the honour to be,

Sir,

Your most obedient servant,

B. Hunting

Superintendent,,

Government Printing.

49s

GOVERNMENT OF HIS HIGHNESS
THE MAHARAJA OF MYSORE

General and Revenue Secretariat

Preserved

Requisition for papers.

Section Press & Stationery

A

B Jany 1925.

~~Filed~~ Dec 18

~~Deposit~~

File No. 57 - 18

Serial No. 2 (1 + 2)

To be put up with Diary No. of 3581 1924 25

Signature W Rajamanickam

Branch Office

Section

Date 15-5-25

To

K.Chandy, Esq., B.A.,

First Member of Council, Bangalore.

Thro'

The Superintendent, Government Printing Press
Bangalore.

The humble petition of Mohidin Beig and other Piece-work Binders of the Government Central Press, Bangalore, respectfully sheweth:

1. The Binding branch of the work of the - Government Central Press is being carried on from a long time on what is called the "Piece-work System" although the prevailing practice lacks several of its essential and well-recognised characteristics.

2. The number of persons thus employed in the binding work is about thirty, all of whom depend - primarily for their subsistence on the earnings from the Press.

3. Under the existing system, a particular - quantity of work is allowed to the workmen by the - Head Binder and the latter is presumed to make a note of the same in a book. On completing the work so allotted the workmen hand over the books to a Clerk who has to enter the character and quantity of work turned out. At the end of the month, a bill is prepared for the aggregate work of the month the workmen who have contributed to it will be classed according to their seniority under four ranks and payment according to the order of the rank.

4. From this it would be manifest that the work of the individual employee is not paid according to its intrinsic worth but according to his seniority or otherwise.

5. It is also obvious that at the time of - undertaking and commencing the work, the workmen have no accurate knowledge except that obtained by reference to the Table of Rates sanctioned by - Government of the actual terms, under which they - have to carry on the business

6. In addition to this handicap, very often to the dismay and disappointment of the workmen, - even the rates sanctioned by Government which themselves need to be revised owing to the changed and changing conditions of life are arbitrarily whittled down by the Superintendent.

7 The discretion vested in the Superintendent particularly in the matter of payment for binding school books beyond a particular quantity is being often exercised to the detriment of the petitioners' interests.

8 The rates as a whole prescribed by Government for the petitioners' work have to be recast as they are inadequate and inequitable A comparison of the rates in force here and those allowed for compositors and printers as also those in British India for binders will clearly show that petitioners' work has been undervalued and that they are treated properly

9. Moreover, the table as fixed at present

is not sufficiently comprehensible inasmuch as certain species of the petitioners' work are not provided for at all.

10 That in any view of the matter the present lot of the petitioners is a most unenviable one. Being made to work on terms which are not known to them at the outset and subject to the arbitrary discretion of the Superintendent in the matter of payment, they are left entirely under the capricious mercy of the Superintendent Partly to get over the uncertainty of the terms the petitioners begged that the quantity of work allotted to each workman and the rates therefor might be entered in a book/kept to be by the workman himself. But this reasonable request has not been complied with by the Superintendent

11. As matters stand the petitioners have neither the benefit of permanent employees receiving fixed salaries or those of private parties whose rights and obligations are determined by relations of contract

12. The petitioners are not favoured with any adequate grants, pensions or other facilities. So that the best of them devoting a lifetime to daily service at the press is hardly better than an ordinary cooly.

13. The petitioners are grieved to find that the kind and quality of the work carried on by them is not properly valued and sufficiently appreciated.

14. They form an important agency in contributing to the get-up and finish of important publications and other works. They have further faithfully kept up

the

the trust and confidence expected of them in not bringing the contents of the books entrusted to - their charge to the knowledge of the outsider.

15. The petitioners applied to the Superintendent for at least the rates of work to be noted in the book of the workmen before the work was - started, or else the payment may be made on the - basis of time occupied in the work. The petitioners further submitted that being kept entirely in the - dark about the rates and the amounts due, they should be given an opportunity to examine the entries made with regard to their work. So that they may bring the errors if any to the notice of the authorities. After these a supplemental Bill was prepared finding that - the rates allowed and payments made were unfair. A kind perusal of the correspondence relating to these will show that the evils have not been remedied adequately or even substantially

16. The workmen finally submit that although as a result of their efficient and enforced good work, - Government have realised profits above the actual payments made to the petitioners and there are chances always for such gains only to the Masters The petitioners have no chance whatsoever for even participating in such high returns. Since they are perpetually bound down by the rigours of the table of rates further controlled by the Superintendent adversely to - petitioners' interest and the systems of profit-sharing, the sliding scale &c. existing in Western countries being totally absent

17 The petitioners therefore pray that Govern-

-ment

Government will be graciously pleased to consider the manifold grievances of the petitioners which - have been only indicated above, revise the methods and rates of payment prevailing at present so as to place them on a fair basis enabling the petitioners to lead a life of efficiency and prosperity.

It is further prayed that before final orders are passed an opportunity may be kindly granted to petitioners to represent their difficulties.

Bangalore
18-5-1926.

Printing.

37. As soon as a forme is printed, the machine man or pressman will give a copy to the printing foreman, who will enter the same in his register, noting the description and number of impressions, and pass on with his initials to the Office Branch through the Chief Foreman and Assistant Superintendent. In the Office Branch a register is maintained in which all works as they are received are entered. The clerk in charge of it will note opposite the entry of the work for which the printing voucher is received, the number of pages and copies printed and names of the pressmen, and see that the actual copies indented for are not exceeded, and then pass the voucher on to the accountant who maintains the pressmen's piecework register in which the entries will be made and earnings fixed as per rates.

Binding.

38. As soon as binding works are finished in the Bindery, a sample copy of each work will be sent to the Office Branch, where it will be entered in the Binder's Piecework Register, giving the description of work and particulars of binding; then the whole number of books bound will be passed on to the Despatching Branch and the signature of the despatcher obtained for the same. After the above acknowledgment is received in the Office Branch, the rate as per scale will be noted for the number of books actually handed over to the Despatching Branch, where it will be checked with the indents and forwarded to the several Departments.

Separate registers will be also maintained for ruling, numbering and perforating work, and watched over by the Head Binder, supervised by the Chief Foreman.

MODE OF PAYMENT.

Binding.

39. The piecework binders employed in the Press are graded into 4 classes. Promotions will be made at the discretion of the Superintendent on the service and merits of such persons. The whole earnings during the month will be distributed at the ratio of Rs. 12, 10, 8 and 6, according to the number of days each person is present.

For instance—

There are 62 men in the Bindery
of whom 22 men are in I class,
10 ,, in II class,
9 ,, in III class and
21 ,, in IV class.

The amount to be distributed among these 62 men is Rs. 526-4-8.

Solution—

The number of days worked during the month by 22 I class men is 438.
,, ,, ,, 10 II class men is 187.
,, ,, ,, 9 III class men is 152.
,, ,, ,, 21 IV class men is 449.

The rate of ratio is Rs. 12, 10, 8, and 6 for I, II, III and IV classes respectively.

I class $438 \times 12 = 5,256$.
II class $187 \times 10 = 1,670$.
III class $152 \times 8 = 1,216$.
IV class $449 \times 6 = 2,694$.

11,036

wages for 11,036 days is Rs. 526-4-8,
wages for 1 day is Rs. $9\frac{4}{11}$ pies,

+ the earnings for I class binders, $5,256 \times 9\frac{4}{11}$ pies or Rs. 249-5-11 per month, or 0-9-1 per man per day.
,, II class binders, $1,870 \times 9\frac{4}{11}$ pies or Rs. 90-2-5 per month, or 0-7-8 per man per day.
,, III class binders, $1,216 \times 9\frac{4}{11}$ pies or Rs. 58-15-11 per month, or 0-6-2 per man per day.
,, IV class binders, $2,694 \times 9\frac{4}{11}$ pies or Rs. 127-12-5 per month, or 0-4-6 per man per day.

The Superintendent is also at liberty to employ men separately for numbering, ruling and perforating and allow them the actual amount earned by them according to the scheduled rates.

BINDING.

Table of Piecework Rates. prior to 1919.

SIZE OF BOOKS	BLANK BOOKS OR BOOKS OF FORMES WITHOUT PAGE NOS.						BOOKS WITH NUMBERED PAGES					
	½ Calf or ½ morocco and board	½ Sheep and board	½ Cloth and board	½ Bound, stiff cover, section stitching	Stiff cover	Paper cover	½ Calf and morocco	½ Sheep and board	½ Cloth and board	½ Bound	Stiff cover	Single stitch
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Royal, medium or demy folio 1 qr. or 100 pages	0 2 6	0 1 9	0 1 3	0 1 0	0 0 6	0 0 3	0 2 9	0 2 0	0 1 9	0 1 3	0 1 0	0 0 9
Additional charges for every extra qr. or 100 pages	0 0 6	0 0 3	0 0 3	0 0 3	0 0 2	0 0 1	0 0 6	0 0 3	0 0 3	0 0 3	0 0 3	0 0 3
Royal, medium or demy 4 to or foolscap folio 1 qr. or 100 pages ...	0 2 0	0 1 3	0 1 0	0 0 9	0 0 4	0 0 2	0 2 3	0 1 6	0 1 3	0 1 0	0 0 9	0 0 6
Additional charges for every extra qr. or 100 pages	0 0 3	0 0 3	0 0 3	0 0 3	0 0 2	0 0 1	0 0 3	0 0 3	0 0 3	0 0 3	0 0 3	0 0 3
Royal, medium or demy 8 vo 1 qr. or 100 pages	0 1 6	0 0 9	0 0 9	0 0 6	0 0 3	0 0 1	0 1 6	0 1 0	0 0 9	0 0 8	0 0 6	0 0 4
Additional charge for every extra qr. or 100 pages	0 0 3	0 0 3	0 0 3	0 0 3	0 0 2	0 0 1	0 0 3	0 0 3	0 0 3	0 0 3	0 0 2	0 0 2

Remarks	Rs. A. P.
Perforating per 1,000	0 2 0
Numbering do ...	0 2 0
Ruling do ...	0 4 0
Pen making ...	0 1 0
Wages for Gazette folding 1 issue per man per diem ...	0 4 0

Details	Ruling	Perforating	Numbering
	as.	as.	as.
1 to 250 ...	1	½	½
251 to 500 ...	2	1	1
501 to 750 ...	3	1½	1½
751 to 1,000 ...	4	2	2

N. B.—Miscellaneous works that cannot be classified should be charged according to the nature of the work and all doubtful cases should be submitted to the Superintendent for orders. School Books as well as others required in hundreds and thousands will be charged at lower rates so much per 100 copies as may be fixed by the Superintendent in each case.

Daily allowance may also be given for confidential and other works of a special nature at rates to be fixed at the discretion of the Superintendent, at so much per hour.

"COPY."

Superintendent,
Government Printing.

Ex. List no 11

BINDING.

Table of Piecework Rates from July 1919 (Increase of 25%)

SIZE OF BOOKS	BLANK BOOKS OR BOOKS OF FORMES WITHOUT PAGE NOS.						BOOKS WITH NUMBERED PAGES						Remarks
	½ Calf or ½ morocco and board 1	½ Sheep and board 2	½ Cloth and board 3	½ Bound, stiff cover, section stitching 4	Stiff cover 5	Paper cover 6	½ Calf and morocco 7	½ Sheep and board 8	½ Cloth and board 9	½ Bound 10	Stiff cover 11	Single stitch 12	
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Royal, medium or demy folio 1 qr. or 100 pages	0 3 2	0 2 2	0 1 7	0 1 3	0 0 8	0 0 6 4	0 3 5	0 2 6	0 2 2	0 1 7	0 1 3	0 0 11	Perforating per 1,000 0 2 6 Numbering do ... 0 2 6 Ruling do ... 0 3 9 Pen making each ... 0 1 3 Wages for Gazette folding 1 issue per man per diem ... 0 7 6 Do if within 20 pages 0 1 3
Additional charges for every extra qr. or 100 pages	0 0 8	0 0 4	0 0 4	0 0 4	0 0 3	0 0 2 1	0 0 8	0 0 4	0 0 4	0 0 4	0 0 4	0 0 4	
Royal, medium or demy 4 to or foolscap folio 1 qr. or 100 pages ...	0 2 6	0 1 7	0 1 3	0 0 11	0 0 5	0 0 4 3	0 2 10	0 1 11	0 1 7	0 1 3	0 0 11	0 0 8	
Additional charges for every extra qr. or 100 pages	0 0 4	0 0 4	0 0 4	0 0 4	0 0 3	0 0 1	0 0 4	0 0 4	0 0 4	0 0 4	0 0 4	0 0 4	
Royal, medium or demy 8 vo 1 qr. or 100 pages	0 1 11	0 0 11	0 0 11	0 0 8	0 0 4	0 0 2 1	0 1 11	0 1 3	0 0 11	0 0 10	0 0 8	0 0 5	
Additional charge for every extra qr. or 100 pages	0 0 4	0 0 4	0 0 4	0 0 4	0 0 3	0 0 1	0 0 4	0 0 4	0 0 4	0 0 4	0 0 3	0 0 3	

Details	Ruling	Perforating	Numbering
	as.	as.	as.
1 to 250 ...	1-0	0-8	0-8
251 to 500 ..	2-0	1-3	1-3
501 to 750 ..	3-0	1-11	1-11
751 to 1,000 ..	3-9	2-6	2-6

N. B.—Miscellaneous works that cannot be classified should be charged according to the nature of the work and all doubtful cases should be submitted to the Superintendent for orders. School Books as well as others required in hundreds and thousands will be charged at lower rates so much per 100 copies as may be fixed by the Superintendent in each case.

Daily allowance may also be given for confidential and other works of a special nature at rates to be fixed at the discretion of the Superintendent, at so much per hour.

" COPY.

Superintendent,
Government Printing.

Enc. List no III

Appendix II.

BINDING.

Table of Piecework Rates. Since October 1921 (10% increase on the previous rates)

SIZE OF BOOKS	BLANK BOOKS OR BOOKS OF FORMES WITHOUT PAGE NOS.												BOOKS WITH NUMBERED PAGES												Remarks
	½ calf or ½ morocco and board			½ sheep and board			¼ cloth and board			¼ bound, stiff cover, section stitching			Stiff cover			Paper cover			½ calf and morocco			½ sheep and board			¼ cloth and board			¼ bound			Stiff cover			Single stitch		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	
Royal, medium or demy folio 1 qr. or 100 pages	0	3	2	0	2	2	0	1	7	0	1	3	0	0	8	0	0	4	0	3	5	0	2		0	2	2	0	1	7	0	1	3	0	0	11	
Additional charges or every extra qr. or 100 pages	0	0	8	0	0	4	0	0	4	0	0	4	0	0	3	0	0	1	0	0	8	0	0		0	0	4	0	0	4	0	0	4	0	0	4	
Royal, medium or demy 4 to or foolscap folio 1 qr. or 100 pages ...	0	2	6	0	1	7	0	1	3	0	0	11	0	0	5	0	0	3	0	2	10	0	1	1	0	1	7	0	1	3	0	0	11	0	0	8	
Additional charges for every extra qr. or 100 pages	0	0	4	0	0	4	0	0	4	0	0	4	0	0	3	0	0	1	0	0	4	0	0		0	0	4	0	0	4	0	0	4	0	0	4	
Royal, medium or demy 8 vo 1 qr. or 100 pages	0	1	11	0	0	11	0	0	11	0	0	8	0	0	4	0	0	1	0	1	11	0	1	3	0	0	11	0	0	10	0	0	8	0	0	5	
Additional charges for every extra qr. or 100 pages	0	0	4	0	0	4	0	0	4	0	0	4	0	0	3	0	0	1	0	0	4	0	0	4	0	0	4	0	0	4	0	0	3	0	0	3	

	Rs.	A.	P.
Perforating per 1,000	0	2	6
Numbering do ...	0	2	6
Ruling do ...	0	3	9
Pen making each ...	0	1	3
Wages for Gazette folding 1 issue per man per diem ...	0	7	6
Do if within 20 pages	0	1	3

Details	Ruling	Perforating	Numbering
	as.	as.	as.
1 to 250 ...	1-0	0-8	0-8
251 to 500 ...	2 0	1-3	1-3
501 to 750 ...	-0	1-11	1-11
751 to 1,000 ...	3-9	2-6	2-6

N. B.—Miscellaneous works that cannot be classified should be charged according to the nature of the work and all doubtful cases should be submitted to the Superintendent for orders. School Books as well as others required in hundreds and thousands will be charged at lower rates so much per 100 copies as may be fixed by the Superintendent in each case.

Daily allowances may also be given for confidential and other works of a special nature at rates to be fixed at the discretion of the Superintendent, at so much per hour.

The wages will be calculated in accordance with the existing rates as given in this table, but the total earnings will be increased by 10 per cent before the proportionate charges are divided out as per G. O. No. 1989-93—C. B. 196-20-11, dated 6th October 1921.

"COPY."

B Cunningham

Superintendent,
Government Printing.

No. M. 3120-1—P. & S. 46-21-5, dated 21st January 1922.

vide last para in the footnote.

Enc. 24

STATEMENT - I -

Mr. C. H. YATES, for D.B. Ramachandra Kandalkar
Superintendent.

List of supplemental rates allowed until the year 1922.

Sl. No:.	W o r k.		Rate allowed.
1.	For single wire stitching.	...	@ 0-1-0 per 100 copies.
2.	Pasting.	...	@ 0-1-0 per 100 copies.
3.	Covers.	...	@ 0-2-0 per 100
4.	Foldings.	...	@ 0-0-6 per 100
5.	One Punch in the corner	....	@ 0-0-6 per 100

Copy

Superintendent,
Government Printing.

D.v.s.

Enc: V

75

STATEMENT - II - Mr. D.B.Ramachandra Mudaliar, Superintendent.

List of supplemental rates allowed since 1922.

Sl. No:.	W o r k.	Rate allowed.
1.	For Stiff cover with Board.	Stiff cover charge as in the scale.
2.	" Full calico and Board.	Half calico and board as in the scale.
3.	" Calico back and paper cover.	Middle rate of stiff cover and paper cover as in the scale
4.	" Paper cut by cutting machines.	Rupees 1-4-0 per 100 Reams.
5.	" Cutting machine knives sharpened.	0-4-0 per knife.
6.	" Foldings.	0-0-8 per 100.
7.	" Pstings.	0-1-3 per 100.
8	" Punching.	0-0-6 per 100.
9.	" Calico back and one side board.	Column 4 ($\frac{1}{2}$ bound section stitching charge) as in the scale.
10.	" Paper cover with numbered pages if above 1 quire or 100 pages.	The rate given in column 6 of the scale is enhanced to 6, 2, 4, 1, 2 and 1 pie, noted in the scale.
11.	" Stitching books with numbered pages if above 1 quire or 100 pages.	The rates printed in column 6 and not those given in column 12.
12.	" Paper cover if within 100 pages or 1 quire.	Two annas per 100 for 10 pages of foolscap size and $1\frac{1}{2}$ annas per 100 for demy octavo size.
13.	" Stitching the above books.	One and a half annas per 100 of foolscap size and one anna per 100 of demy 8vo size.
14.	" For full cloth and board for maps, etc, mounted on long cloth in several pieces.	One anna for each book and 6 pies in addition for every five pieces mounted on long cloth.

N.B.- These rates should be allowed according to the nature of the work done by the binders

Copy

B Ramachandra.

Superintendent,
Government Printing.

D.v.s.

STATEMENT - III -

Mr. B. Puttaiya, 26
Superintendent.

Revised List of supplemental rates allowed with effect from April 1926.

Sl. No.	W o r k.	Rate allowed.
1.	For Stiff cover with Board.	Stiff cover charge as noted in the scale
2.	" Calico back and paper cover	Middle rate of stiff cover and paper cover as in the scale.
3.	" Full calico Board.	Double rate of Half cloth and board charge as in the scale.
4.	" Half sheep and calico board.	Double rate of half sheep and board charge as in the scale.
5.	" Half cloth and one side board.	Stiff cover(section stitching charge) column 4 of scale.
6.	" Survey Books.	Half charge of stiff cover as in the scale.
7.	" File Boards:-	
	Foolscap i Ordinary.	2-8-0 per 100 files.
	,, ii 4 sides calico.	3-0-0 per 100 files.
	,, iii with two flaps.	3-8-0 per 100 files.
8.	" Covers.	0-10-0 for demy folio size for 100 covers. Charge according to the nature of work for D. O. covers.
9	" Topo maps bound in book size.	Four annas for each book having a maximum of 20 pieces of Demy Octavo boards mounted on long cloth. Six pies in addition for each book for every additional five pieces of boards.
10.	" Composing	0-0-2 per 100 sheets.
11.	" Punching ordinary paper.	0-0-4 per 100 sheets.
	Board.	0-0-0 per 100 boards.
12.	" Eyelettings.	0-2-6 per 100 sheets.
13.	" Papaer cut by cutting machine.	1-0-0 per 100 reams.
14.	" Paper cutting knives sharpening.	0-6-0 each.
15.	" Ruling -- Hand machine.	0-4-9 per 1000 impressions.
16.	" Foldings.	0-0-8 per 100.
17.	" Pastings.	0-1-3 per 100.
18.	" Books between 1-50 pages.	Half charge should be allowed.
	51-100	Full charge should be allowed.

Copy"

Superintendent,
Government Printing.

D.v.s.

Endorsement No: 3683, dated the 13th May 1926, from the Superintendent, Government Printing in Mysore, Bangalore, to Mohideen Beig and other piecework binders of the Government Central Press, Bangalore.

With reference to their petition dated the 8th May 1926 stating that they do not approve of the piecework rates now being allowed for their work and praying that the rate as per scale should be noted then and there for each work in the Binding Branch registers for their information beforehand and if that be not possible that the whole establishment may be placed on hour account basis or on a permanent scale, Mohideen Beig and other piecework binders of the Government Central Press are informed that the granting of their request means the entire change in the established procedure of the Government Press which requires the approval of Government.

There is, however, no reason for complaint in the existing system. The rates are charged as per table of piecework rates sanctioned by Government and also at rates fixed by the Superintendent at the discretion allowed to him which have also been scheduled after consultation with the Head Binder. The work of the Accountants is checked every month by the Head Clerk and the Sub-Asst. Superintendent and scrutinised by the Superintendent, and the accounts are audited annually by the Auditor of the Comptroller's Office who checks the rates allowed. In this way, every precaution is taken to ensure that the binders work is correctly valued and their labour is suitably paid for. They need therefore entertain no apprehensions on this score.

" Copy. "

Superintendent, Govt. Printing.

Dv.s.

List showing the amount earned by Binders from 1922 to 1925.

Months	1922 Rs.	1923 Rs.	1924 Rs.	1925 Rs.	1926. Rs.
January.	1,439.	766	1,304.	1,099.	1,353.
February.	1,278.	1,111	1,267.	1,164.	1,233.
March.	1,196.	1,271.	1,386.	1,532.	1,420.
April.	1,006.	1,048.	1,350.	1,447.	1,784.
May.	1,275.	1,066.	1,218.	1,454.	
June.	915.	752.	1,086.	1,462.	
July.	1,208.	1,082.	1,064.	1,296.	
August.	1,441.	1,149.	1,047.	1,282.	
September.	1,286.	853.	1,001.	1,203.	
October.	1,012.	1,600.	1,005.	1,062.	
November.	1,021.	1,228.	1,131.	1,103.	
December.	801.	1,252.	1,052.	1,284.	
	12,978.	13,178.	13,911.	15,388.	5,790 for four months or Rs. 17,370 per year

Superintendent,
Government Printing.

D.v.s.

5367

24

To

Dewan Bahadur Rajakaryaprasakta

L.K. Krishna Rao, Esq., B.A.,

Second Member of Council, Bangalore.

The humble petition of Mohidin Beig and other Piece-work Binders of the Government Central Press, Bangalore, respectfully sheweth:

1. The Binding branch of the work of the Government Central Press is being carried on from a long time on what is called the "Piece-work System", although the prevailing practice lacks several of its essential and well-recognised characteristics.

2. The number of persons thus employed in the binding work is about thirty, all of whom depend primarily for their subsistence on the earnings from the Press

3. Under the existing system, a particular quantity of work is allowed to the workmen by the Head Binder and the latter is presumed to make a note of the same in a book. On completing the work so allotted the workmen hand over the books to a Clerk who has to enter the character and quantity of work turned out At the end of the month, a bill is prepared for the aggregate work of the month, the workmen who have contributed to it will be classed according to their seniority under four ranks and payment according to the order of the rank

4. From this it would be manifest that the work of the individual employee is not paid according to its intrinsic worth but according to his seniority or otherwise.

5. It is also obvious that at the time of undertaking and commencing the work, the workmen have no accurate knowledge except that obtained by reference to the Table of Rates sanctioned by Government of the actual terms, under which they have to carry on the business.

6. In addition to this handicap, very often to the dismay and disappointment of the workmen, even the rates sanctioned by Government which themselves need to be revised owing to the changed and changing conditions of life are arbitrarily whittled down by the Superintendent.

7. The discretion vested in the Superintendent particularly in the matter of payment for binding school books beyond a particular quantity is being often exercised to the detriment of the petitioners' interests

8. The rates as a whole prescribed by Government for the petitioners' work have to be recast as they are inadequate and inequitable. A comparison of the rates in force here and those allowed for compositors and printers as also those in British India for binders will clearly show that petitioners' work has been undervalued and that they are treated properly.

9. Moreover, the table as framed at present

is not sufficiently comprehensible inasmuch as certain species of the petitioners' work are not provided for at all.

10. That in any view of the matter the present lot of the petitioners is a most unenviable one. Being made to work on terms which are not known to them at the outset and subject to the arbitrary discretion of the Superintendent in the matter of payment, they are left entirely under the capricious mercy of the Superintendent. Partly to get over the uncertainty of the terms, the petitioners begged that the quantity of work allotted to each workman and the rates therefor might be entered in a book to be kept by the workman himself. But this reasonable request has not been complied with by the Superintendent.

11. As matters stand the petitioners have neither the benefit of permanent employees receiving fixed salaries or those of private parties whose rights and obligations are determined by relations of contract.

12. The petitioners are not favoured with any satisfactory system of adequate grants, pensions or other facilities. So that the best of them devoting a lifetime to daily service at the press is hardly better than an ordinary cooly.

13. The petitioners are grieved to find that the kind and quality of the work carried on by them is not properly valued and sufficiently appreciated.

14. They form an important agency in contributing to the get-up and finish of important publications and other works. They have further faithfully kept up

the

the trust and confidence expected of them in not bringing the contents of the books entrusted to - their charge to the knowledge of the outsider.

15. The petitioners applied to the Superintendent for at least the rates of work to be noted in the book of the workmen before the work was - started, or else the payment may be made on the - basis of time occupied in the work. The petitioners further submitted that being kept entirely in the - dark about the rates and the amounts due, they should be given an opportunity to examine the entries made with regard to their work. So that they may bring the errors if any to the notice of the authorities. After these a supplemental Bill was prepared finding that - the rates allowed and payments made were unfair. A kind perusal of the correspondence relating to these will show that the evils have not been remedied adequately or even substantially.

16. The workmen finally submit that although as a result of their efficient and enforced good work, - Government have realised profits above the actual payments made to the petitioners and there are chances always for such gains only to the Masters. The petitioners have no chance whatsoever for even participating in such high returns. Since they are perpetually bound down by the rigours of the table of rates further controlled by the Superintendent adversely to - petitioners' interest and the systems of profit-sharing, the sliding scale &c., existing in Western countries being totally absent.

17. The petitioners therefore pray that Govern-

-ment

5.

Government will be graciously pleased to consider the manifold grievances of the petitioners which - have been only indicated above, revise the methods and rates of payment prevailing at present so as to place them on a fair basis enabling the petitioners to lead a life of efficiency and prosperity.

It is further prayed that before final orders are passed an opportunity may be kindly granted to petitioners to represent their difficulties.

Bangalore
18-6-1936.

Secretary to Govt. for favour of
Chief with compliments, for favour of
obtaining a report.

Pers No. 23
25.5.26
32-

To

Amin-ul-Mulk

Mirza M.Ismail, Esq., B.A.,O.B.E.,C.I.E.,

Dewan of Mysore, Bangalore.

The humble petition of Mohidin Beig and other Piece-work Binders of the Government Central Press, Bangalore, respectfully sheweth:

1. The Binding branch of the work of the Government Central Press is being carried on from a long time on what is called the "Piece-work System", although the prevailing practice lacks several of its essential and well-recognised characteristics.

2. The number of persons thus employed in the binding work is about thirty all of whom depend primarily for their subsistence on the earnings from the Press.

3. Under the existing system. a particular quantity of work is allowed to the workmen by the Head Binder and the latter is presumed to make a note of the same in a book. On completing the work so allotted the workmen hand over the books to a Clerk who has to enter the character and quantity of work turned out. At the end of the month a bill is prepared for the aggregate work of the month, the workmen who have contributed to it will be classed according to their seniority under four ranks and payment according to the order of the rank.

4. From this it would be manifest that the work of the individual employee is not paid according to its intrinsic worth but according to his seniority or otherwise.

5. It is also obvious that at the time of undertaking and commencing the work, the workmen have no accurate knowledge except that obtained by reference to the Table of Rates sanctioned by Government of the actual terms, under which they have to carry on the business.

6. In addition to this handicap, very often to the dismay and disappointment of the workmen, even the rates sanctioned by Government which themselves need to be revised owing to the changed and changing conditions of life are arbitrarily whittled down by the Superintendent.

7. The discretion vested in the Superintendent particularly in the matter of payment for binding school books beyond a particular quantity is being often exercised to the detriment of the petitioners' interests.

8. The rates as a whole prescribed by Government for the petitioners' work have to be recast as they are inadequate and inequitable. A comparison of the rates in force here and those allowed for compositors and printers as also those in British India for binders will clearly show that petitioners' work has been undervalued and that they are treated properly.

9 Moreover, the table as framed at present

is

is not sufficiently comprehensible inasmuch as certain species of the petitioners' work are not provided for at all.

10. That in any view of the matter the present l of the petitioners is a most unenviable one. Being made to work on terms which are not known to them at the outset and subject to the arbitrary discretion of the Superintendent in the matter of payment, they are left entirely under the capricious mercy of the Superintendent. Partly to get over the uncertainty of the terms, the petitioners begged that the quantity of work allotted to each workman and the rates therefor might be entered in a book to be kept by the workman himself. But this reasonable request has not been complied with by the Superintendent.

11. As matters stand the petitioners have neither the benefit of permanent employees receiving fixed salaries or those of private parties whose rights and obligations are determined by relations of contract.

12. The petitioners are not favoured with any grants, pensions or other facilities. So that the best of them devoting a lifetime to daily service at the press is hardly better than an ordinary cooly

13. The petitioners are grieved to find that the kind and quality of the work carried on by them is not properly valued and sufficiently appreciated.

14. They form an important agency in contributing to the get-up and finish of important publications and other works. They have further faithfully kept up

the

the trust and confidence expected of them in not bringing the contents of the books entrusted to - their charge to the knowledge of the outsider.

15. The petitioners applied to the Superintendent for at least the rates of work to be noted in the book of the workmen before the work was - started, or else the payment may be made on the - basis of time occupied in the work. The petitioners further submitted that being kept entirely in the - dark about the rates and the amounts due, they should be given an opportunity to examine the entries made with regard to their work So that they may bring the errors if any to the notice of the authorities. After these a supplemental Bill was prepared finding that - the rates allowed and payments made were unfair. A kind perusal of the correspondence relating to these will show that the evils have not been remedied adequately or even substantially.

16. The workmen finally submit that although as a result of their efficient and enforced good work, - Government have realised profits above the actual payments made to the petitioners and there are chances always for such gains only to the Masters The petitioners have no chance whatsoever for even participating in such high returns. Since they are perpetually bound down by the rigours of the table of rates further controlled by the Superintendent adversely to - petitioners' interest and the systems or profit-sharing, the sliding scale &c existing in Western countries being totally absent.

17 The petitioners therefore pray that Govern-

-ment

Government will be graciously pleased to consider the manifold grievances of the petitioners which - have been only indicated above, revise the methods and rates of payment prevailing at present so as to place them on a fair basis enabling the petitioners to lead a life of efficiency and prosperity.

It is further prayed that before final orders are passed an opportunity may be kindly granted to petitioners to represent their difficulties.

Bangalore
18-5-1926.

35

APP. F. VI. Gl.]

SUBJECT.....

.....

.....

Confidential.

Section PRS

File No. 5-8-25

Serial No. 2

No. 9/0229

Diary No. of letter replied to 5717

General and Revenue Secretariat

( )

the *192*

To

.....

Date of issue 9/6/26

Signed by Mr. M.V.J

Dear Sir,

With ref.ce to your d
No 3750 of 20th inst regarding
memorial of the press work
of the press, I am desired to
you to be so good as to furnis
detailed information on the foll.g point
(a) what system of price
payment is in vogue in the
of the Madras & Bombay Govt
(b) whether a system by w
each man can be paid for the
he does cannot be dressed in

over
dressed -

List of enclosures.....

Copied by 8/6

Examined by .....

~~and~~ (c) whether at least the groups which earn & share equally cannot be made smaller than at present so as to minimise chances of drones getting paid for work done by others

(d). whether for each such person or group a separate account cannot be ~~furnished~~ kept which will show them, each time they get a piece of work, approximately how much they will be entitled to for it.

(e). whether the schedule of rates cannot be made more comprehensive so as to reduce the number of uncertain items

(f) whether the conditions of service of these men may be improved consistently with practice elsewhere.

[illegible]
A very early reply is requested

Yours Sincerely

MNS 8/9

JPK 8/9

B. Puttaya Esq B.A.
Subtt, Govt Ptg

Confidential.

D.O. No: 691

Office of the Superintendent,
Government Printing in Mysore,
Bangalore, dated 26th August 1926.

Dear Sir,

With reference to your D. O. No: G. 10229/P.&.S. 34-25-6 dated 9th June 1926, calling for certain information in connection with the memorial of the piecework binders of the Press, I beg to answer the points seriatim as follows:--

(a) In the Madras Government Press, the binders are paid permanent salaries. According to the Madras Government Press budget, there are 112 binders on a progressive pay of Rs. 15-1-20, 59 on Rs. 20-2-30, 5 on Rs. 30-2-40 and 5 on Rs. 40-2-50.

In the Bombay Government Press, the rules obtaining in the Government of India Presses are observed. That is, both piece system and salary system are prevalent. The men on salary, draw a maximum pay of Rs. 50/- per mensem. The minimum is Rs. 20 per mensem. In the case of piecework, rates are fixed for each description of work and the binders are paid according to these rates, they being divided into classes according to their average earnings. There is a system of hourly wages also instituted according to which different classes of binders are paid different rates per hour

The system by which each binder is paid for the work he does was in vogue in this Press before but it appears to have given room for a lot of complain For one thing,

the schedule of rates was not detailed enough and did not cover all the operations involved and consequently many of the items were lost sight of in valuation and the men sufferred in wages For another, it gave considerable discretionary power to the Head Binder who distributed work to the men. He used to favour some and leave out others and the binders were losers in the end on account of the jobbery that it created. In order to obviate these difficulties, the group system seems to have been introduced, work being given out to groups of binders instead of to individuals. This system improved the situation to an appreciable extent but even against this system there was a cry by the binders and Mr. Yates introduced the present system with effect from 13th June 1907 whereby all the binders are divided into four classes, and the wages earned by all the men according to piecework rates is distributed among the men in the proportion of 12, 10, 8 and 6. Under this classification, the men of each class were assured definite wages, promotion to a higher class being determined by service of five years in each class Mr. Yate has recorded as follows in favour of this group ~~arrangement~~ system. " IT ENTAILS NO EXTRA COST ON GOVERNMENT AND IS AN ARRANGEMENT MADE TO SOME EXTENT BY THE MEMBERS OF THE GROUP. I HAVE NOT RECOMMENDED A FIXED PAY ESTABLISHMENT FOR THE BINDING, BUT HAVE ONLY PROPOSED PERMANENT ENTERTAINMENT OF A SMALLER ESTABLISHMENT

TO EXECUTE THE WORK WHICH CANNOT OTHERWISE BE ACCURATELY GAUGED BY PIECEWORK RATES. THE ESTABLISHMENT(WHICH NOW CONSISTS OF AN ASSISTANT BINDER ON Rs 35 AND TWO BINDERS ON Rs 20 EACH) has done well AND HAS EFFECTED A SAVING TO GOVERNMENT". In my humble opinion, the present system is a very good system both from the point of view of securing good outturn of work without encouraging idleness and without requiring watchful supervision and from that of the men themselves who are enabled to earn a definite proportion of the wages according to the class in which they happen to be working.

The groups now consist of eight men each and so far, there is no complaint as to drones getting paid for the work done by others, because the men group themselves in accordance with the identity of their temperament and interests and pull on amicably, working on the basis of mutual co-operation. There is therefore no necessity to make the groups smaller than at present : but there is nothing to prevent us from curtailing the number of men forming a group and increasing the number of groups.

As the wages earned by all the binders are divided in a given proportion according to the class in which they have been placed and according to the number of days they were present in the month, there does not seem to be any necessity to keep a separate account

for each group or individual. Each individual binder knows in what class ~~xxxx~~ he is placed and how many days he has been present in the month and consequently he will have an idea of the wages he would get for the month according to the quantity of work turned out in the binding branch. The group or individual is not the unit in the Binding branch but all the men in the branch together with all the work turned out by them constitutes one whole unit for the purpose of calculating and dividing the wages.

(e) The schedule of rates may be made more comprehensive but, it seems to me, it is not necessary to do so because amendments will have to be resorted to and correction slips have to be continually issued The accounting work will increase enormously and where one accountant is now valuing all the binders' work, two or three accountants would be necessary to scrutinise each rate and enter it in the books Any elaborate and detailed piecework scale will require increased clerical establishment for efficient check, careful calculation, etc disproportionate to the money involved. Unlike composing work, the binding work that comes up for valuation comes in the final stage where defects in each stage ~~xxxxx xxxxx xxxxxxx~~ cannot be brought to light and the processes of each stage cannot be noted and charged then and there. In valuing binding work, elaborate piece rates are as much matter of discretion as the existing abridged scale. Whether detailed or not, the rates have to be worked with care, discretion and sympathy so as not to prejudice either the interests of

Government or those of the men.

(f) The existing system of service is as follows:- A few apprentices are taken who work for a year or thereabouts without wages. Thereafter, they will be drafted as volunteers on a small remuneration of 5, 6, 7 or 8 annas each according to the age and intelligence of the boy. He will continue to be a volunteer till he reaches a discretionary age, say 15 or 16 years, and if in that time he has picked up work, he will be appointed as a fourth class binder. He will be promoted thereafter to the next higher class after a service of 5 years in his class, provided his work is satisfactory. Some exception is shown in the case of smart men who will get a promotion after 2 or 3 years service only in their own class. Experienced and qualified men are sometimes recruited direct to a particular class but this rarely happens. I think this procedure is quite in keeping with the practice elsewhere. There appears to be no necessity for room for further improvement.

In conclusion, I beg to state that the complaint of the binders is not so much against the group system of payment or about improvement in their condition of service as against the discretionary powers vested in the Superintendent to order lesser rates in cases where very large number of copies are required to undergo the various processes of binding. They want that this discretion should be removed and that the scheduled rates should be made applicable strictly to all cases whether it is one copy or one thousand copies. This is obviously

unreasonable because, if the rule is applied as they want it, the piecework budget will have to be doubled if not trebled. It is the general practice everywhere to allow rates in ~~increase~~ inverse proportion and not in direct ratio For example, Supposing 3 pies are fixed for folding 100 copies, the same rate is not applied for folding 10,000 and 1,00,000 copies but it is decreased pro rata or according to the discretion of the Superintendent who is expected to look to the financial interests of Government without at the same injuring materially the earnings of the men. Even if elaborate scales of payment are drawn, it would be necessary to exercise discretion in the application of rates for unusually large ~~quantities produced~~ number of Copies. They will have to be reduced suitably so as not to overstep financial limitations. Disrection is ~~the most~~ an essential part in the valuation of binding process, and to ask for its abolition is to ask for an impossibility As has already been pointed out by me in my letter No: 3750, dated 20th May 1926, the wages of the binders have not sufferred materiall They are always on the upward grade and recently, for the past three months, ever since the new scale (a copy of which has been submitted along with my letter referred to above) was introduced, the wages have been so good that 20 first class binders have earned wages ranging from R$ 30 ~~and~~ to R$ 37 per month ~~when~~ which they never dreamt of earning before. The liberal application of the scale added to the increase of work has tended to give them this liberal wage and I am sure that even when work is slack, the earnings will not go far below R$ 30 A wage of 30 rupees to a good piecework binder is a decent wage for Bangalore and Mysore State generally. The two big private presses - The Bangalore Press at Bangalore and the Wesleyan Mission Press at Mysore, - who keep permanent binding establishments do not pay more than this sum The permanent pay they give ranges between R$ 32 and R$ 35. This pay is drawn there by one or two men only whereas in the Government Press,

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a pay of Rs 30 and above is drawn by nearly twenty pieceworkers for which they ought to be profoundly grateful.

3) The fact of the matter is that the men, puffed up with good pay and inspired by undesirable examples of strikes and lock outs in the local mills, are making an attempt to set authority at nought with a view to coerce us to yield to their clamours. But there is a limit to everything and I honestly think that we cannot go any further.

4) Another request that they make in their memorial is that the rates that we allow on a particular job should be noted down in their own books then and there for their information. In other words, they want to avail themselves of any and every opportunity to pick up quarrel over the rates allowed and to create trouble. It further amounts to their saying that they have no confidence in anybody in the Press and that accounts and work should be ordered to their dictation. This is obviously an untenable and insubordinate attitude calculated to merely create mischief which cannot be tolerated for one moment.

5) Time has therefore now come to deal with the situation firmly and yet sympathetically. The following remedial measures suggest themselves to me and if approved, orders may be kindly issued directing decisive adherence to them.

(1) The existing system of piecework payment to continue unaltered.

(2) The new scale according to which the binders are getting decent wages of late to be in vogue in supersession of previous ones with the slight modification as indicated in the enclosed list.

(3) The men should abide by the terms under which they surrendered themselves to Government unconditionally in the strikes of 1920 and 1921, viz., not to submit Joint petitions, not to form any local Association and always to conform to the rules and discipline of the Press.

(4) All pieceworkers should sign a Mutchalika individually prior to their employment in the Press declaring-

(a) that they will submit to the conditions of piecework cheerfully, viz., that they will not clamour in a body when work is not available to be given to them, will not demand as a matter of right the issue of materials to them, will always submit to the control of their respective Foremen and prefer all complaints to the Superintendent, through their respective Foremen and the Chief Foreman and will not group themselves into a crowd for the purpose of overawing the authorities,

(b) that they will abide by the existing rules in regard to piecework payment,

(c) that they will not approach the Superintendent or members of Government direct in a body to represent their grievances,

(d) that the men on hour account will furnish their daily task work and will submit to the instructions issued by the Superintendent on the daily progress of work shown by them,

(e) that they will not help to form or join any Association outside the Press with a view to ventilate their demands as employees of the Press,

(f) that they will in all other respects obey the rules and discipline of the Press.

5. All pieceworkers and hour account men now working in the Press should sign the Mutchalika individually and hand it over to the Superintendent forthwith.

I believe that the promulgation of the above rules and the enforcing of a Mutchalika to be executed by the men in the terms above set forth will go a long way towards making the men amenable to discipline and preventing them from repeatedly protesting against the system of work and payment obtaining in the Government Press and making unreasonable demands.

Yours sincerely,

B. Srinivasa

M. VENKATESA IYENGAR, ESQ., M.A.,
UNDER SECRETARY TO GOVERNMENT,
GENERAL & REVENUE SECRETARIAT,
B A N G A L O R E.

40

Revised list of supplemental rates allowed with effect from April 1926 in addition to the existing Piecework Scale

	Work.		Rate.
1.	For stiff cover with board.	Allow:-	Stiff cover charge as noted in the scale.
2.	Calico back and paper cover	"	Middle rate of stiff cover and paper cover as in the scale.
3.	Full calico Board....	"	Double rate of half cloth and board charge as in the scale.
4.	Half sheep and calico board...	"	Double rate of half sheep and board charge as in the scale.
5.	⅛ cloth and one side board...	"	Stiff cover section stitching, col. 4 of scale.
6.	Survey books;- Long cloth mounted to cover... and stitched.	"	Half charge of stiff cover as in the scale.
7.	File Boards, F'Cap size, ordinary. ...	"	Rs. 2-8-0 per 100 files.
	II, four sides calico.	"	Rs. 3-0-0 per 100 files.
	III, with two flaps...	"	Rs. 3-8-0 per 100 files.
8.	Covers - cut and paste...	"	Rs. 0-10-0 for demy folio size for 100 covers. Charge according to the nature of work for D.O. covers.
9.	Topo maps bound in book size...		Rs. 0-4-0 each book having a maximum of 20 pieces of Dy. Octavo size mounted on long cloth. 0-0-6 in addition for each book for every additional five pieces mounted on long cloth.
10.	Composing...	"	0-0-2 per 100 sheets.
11.	Punching ordinary paper.	"	0-0-2 per 100 sheets.
±	Board.	"	0-6-0 per 100 boards.
12.	Eyelettings...	"	0-2-6 per 100 sheets.
13.	Paper cut by cutting machine.	"	1-0-0 per 100 reams.
14.	Paper cutting knives sharpening....	"	0-6-0 each.
15.	Ruling hand machine...	"	0-4-9 per 1,000 impressions.
16.	~~10~~2 books between -- 1-25 pages,	"	¼ charge should be allowed.
	26-50 ,,	"	½ ,, ,, ,,
	51-75 ,,	"	¾ ,, ,, ,,
	76-100 ,,	"	Full charge should be ,,
17.	Foldings...	"	0-0-8 per 100 folds.
18.	Pastings....	"	0-1-3 per 100 pastes.

~~Copy~~

B. Ramaiya

Superintendent,
Government Printing.

Bangalore,
Dated 26th Aug. 1926.

Revised list of Supplemental rate allowed with effect from 1926.

41

Mr. B.Puttaiya,
Superintendent.

	W o r k.		R a t e.
1.	For Stiff cover with board.	Allow:-	Stiff cover charge as noted in the scale.
2.	" Calico back and paper cover.		Middle rate of stiff cover and paper cover as in the scale.
3.	" full calico board.		Double rate of half cloth and board charge as in the scale.
4.	" Half sheep & calico board.		Double rate of half sheep and board charge as in the scale.
5.	" ½ cloth & one side board.		Stiff cover section stitching charge col. 4 of scale.
6.	" Survey books.		Half charge of stiff cover as in the scale.
7.	" File boards F'Cap size -ordinary		R^s 2-8-0 per 100 files.
	ii - 4 sides calico.		R^s 3-0-0 per 100 files.
	iii - with two flaps.		R^s 3-8-0 per 100 files.
8.	" Covers - cut and paste.		R^s 0-10-0 for demy folio size for 100 covers. charge according to the nature of work for D.O.cover
9.	" Topo maps bound in book size.		R^s 0-4-0 each book having a maximum of 20 pieces of demy octavo boards on long cloth. R^s 0-0-6 in addition for each book for every additional 5 pieces mounted on long cloth.
10.	" composing.		0-0-2 per 100 sheets.
11.	" Punching ordinary paper.		0-0-2 per 100 sheets.
	Board.		0-6-0 per 100 boards.
12.	" Eyelettings.		0-2-6 per 100 sheets.
13.	" Paper cut by cutting machine.		1-0-0 per 100 reams.
14.	" Paper cutting knives sharpened.		0-6-0 each.
15.	" Ruling hand machine.		0-4-9 per 1000 impressions.
16.	" Books between 1-25 pages		¼ charge provided in the scale.
	26-50 ,,		½ -- do --
	51-75 ,,		¾ -- do --
	76-100 ,,		full charge.
17.	" Foldings.		0-0-8 per 100 folds.
18.	" Pastings.		0-1-3 per 100 pastes.
19.	" Education Books - for first thousand.		Full rate according to scale.
	,, ,, - succeeding thousands up to 10,000		50 % of the above.
	above 10,000 -		30 %.

Superintendent,
Government Printing.

Wesleyan Mission Press
Mysore City
South India

17th September, 1926

Dear Mr. Puttaiya,

In reply to your letter D.O.No.902: The salaries that we are paying are as follows:

Composing Room:	Foreman	Rs. 45 per month
	Compositors	from Rs. 10 to Rs. 26
Bindery:	Foreman	Rs. 45 per month
	Journeymen	from Rs.10 to Rs. 25

The total strength of our staff is about 113

Particulars of Gratuity Fund, Sick Pay Allowance and Leave will be found in the Book which we have mailed to you under separate cover

I shall be obliged if you can let me have at your convenience similar information relating to the Government Press as it will be helpful to know how we stand in relation thereto

Yours sincerely

G. McD Tomlinson

B. Puttaiya, Esq.,B.A.,
Superintendent
Government Printing in Mysore
Bangalore

PROCEEDINGS OF THE GOVERNMENT OF
HIS HIGHNESS THE MAHARAJA OF MYSORE

P 1858-25-4

READ:-

Petition dated 18th May 1926 from the Piecework binders of the Government Press, Bangalore, complaining against the present system of valuation of their work in the Press, and the rates of payment allowed for piecework, and requesting the revision of the system and rates.

2. Correspondence ending with D.O. letter No. 691 dated 26th August 1926 from the Superintendent, Government Printing, reporting in detail on the system of valuation of the piecework in vogue in the Press and stating that the "Group System" of valuation may be continued as it is best suited to the circumstances and as it gives fair wages to piecework binders as compared with what similar workmen get in other Presses in Bangalore and Mysore, and requesting sanction to the revised list of supplemental rates allowed by him from 1st April 1926 in addition to the existing piecework scale.

ORDER No. G 4349-57

Dated, 29th October 1926.

Government consider that there is no necessity for discontinuing the present "Group System" of payment to piecework binders in the Press as it is well adapted to the kind of work to be done and as it also gives to the members of each class,

wages

wages in relation to their length of service experience and amount of work turned out.

2. As for the enhancement of rates prayed for by the petitioners, Government see no reason for altering the rates of payment -- for binding work done by piecework or for introducing any change in the method of -- calculation of wages as they understand -- that what the binders of the different -- classes get in the Government Press compares very favourably with what workmen of the - same class get in other presses in Bangalore and Mysore.

3 They ~~however~~ approve of the Superintendent's recommendation to include in the existing piecework scale certain supplemental items of rates which are not now -- specifically mentioned therein, and which, it is understood, the Superintendent has already been applying in calculating the wages, in the exercise of the discretion now vested in him.

The Superintendent, Government Printing, will inform the signatories to the petition that it is opposed to the standing orders to submit direct representations to Government or to make joint representations, and that they should not make such representations in future

GENERAL SECRETARY TO GOVT.

To

The Superintendent, Government Printing
" Superintendent of Stationery.
" Comptroller to Government.